Top UC Management Jobs and Pay Mushroom

The Big Administrative Salary Rip-off

BY PAUL GOODMAN
UCD History

In 1816 the United States Congress voted itself a whooping increase in the fall elections, two-thirds of the incumbents met defeat in what one of the fortunate survivors described as "the severest popular rebuke ever visited on a House of Representatives . . ."

In 1974 for a second year in a row, the salaries of top University of California administrators, both at the statewide and campus levels, leaped forward this year by an average of 8.8%. There is little prospect that the UC administrative salary grab in 1974 will be rebuked as was the Congressional salary grab in 1816.

Note a few revealing things about the 1974 pay increases for administrators. The large percentage increases are applied to gross salaries that in most cases are in the $25,000 to $60,000 category, making the dollar amount of the increases generous indeed. Second, for many of the administrators this is the second year in a row they have received big percentage and dollar increases. In some cases the higher salaries accompanied a change in job title with individuals receiving substantially higher salaries in 1974 for doing the same work they did in 1973. In addition, one will find, especially in the Office of the President, a proliferation of new administrative positions over the last five years that boggles the mind.

The UC Administration's latest salary grab reveals three salient facts about those who manage the University of California: the arbitrary extent of their power to write their own meal tickets; the preverted sense of priorities that relegates the six thousand members of the Academic Senate to a 5.5% pay increase in a time of double digit inflation and after four years of declining real income; and the determination of the Hitch Administration and the Regents to turn

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AFT asks 20% salary increase

The AFT is asking President Hitch to recommend a 20% salary increase for faculty and academic staff in 1975-76, and an increase in fringe benefits to bring UC up to the level of other leading universities.

"Fairness and equity," the AFT pointed out, "requires a substantial pay increase not only to halt the precipitous decline in real earnings but to retrieve the loss in real pay since 1969.

A 20% pay increase is needed to return UC average salaries to the level of real earnings enjoyed in July 1969, the date of the highest real earnings. Since 1969 UC salaries have gradually lost earning power and in the last two years there has been a precipitous decline due to double digit inflation.

This increase, the AFT pointed out to President Hitch, would only match the decline in real earnings as of June 1975, and is only a step toward restoring the 1969 purchasing power. Between July 1969 and June 1974, average UC faculty real salaries dropped by 14.5% and the 5.45% pay increase for 1974-75 will be only about one-half the rise in Consumer Price Index during this same period, therefore, it is estimated conservatively that by June 1975 UC average salaries will have lost 20% of their purchasing power since July 1969 (see table on real earning decline).

CATCH-UP INCREASES

In addition to the general faculty and academic staff increase, the AFT is asking for a special inequity salary increases to bring librarians' pay up to the level of other non-Senate academic staff. Last S PRING THE AFT bied successfully for a 4.5% inequity increase to bring librarians' pay up to 5.45% general pay. This inequity increase, however, still leaves librarians far below the level of other academic staff. (see story on page 7.)

If UC academics can regain their 1969 earning power next July, there will still be a loss in real earnings in 1975-76 relative to July 1969 because it is expected that the CPI will continue to rise not significantly below the present double digit figures.

Professor Spencer Olin, UC-AFT President, said "an increase of close to 30% would be needed on July 1, 1975 to stop the erosion of real earnings during the 1975-76 academic year. We are only asking, however, that a significant step should be taken this year to partially restore our previous earning power."

In March 1974, appearing before an Assembly Ways and Means Subcommittee hearing on UC salaries, President Hitch took note of double digit inflation. However, it did not lead him to urge the Legislature to support a cost of living increase. As a result, UC academics will suffer a 5% to 6% decline in real earnings during 1974-75.

A new methodology for developing pay recommendations has been adopted by the California Postsecondary Education Commission to include a cost of living factor which will produce a pay recommendation more or less equal to the CPI increase during the past year. (See story on page 1.) As a result, the UC pay recommendation will be about 9% to 9.5%, according to preliminary estimates.

"This is a step in the right direction," Olin stated, "but it is far from reasonable. It is not enough to slow down the decline in real earnings just for 1975-76. We must regain some of the ground lost during the years of the Reagan assault on the University.

"No other group of state employees or public employees in California have experienced such a decline in real earnings as has the UC faculty and academic staff. UC staff has the right to expect at least some improvement in average real earnings, and the AFT is committed to work toward this goal.

"Furthermore," the AFT official pointed out, "the University's overall budget is asking to increase state support to make up for deficiencies in construction, maintenance and instructional programs resulting from the Reagan budgets. The same principle ought to guide the pay recommendations. UC staff has lost thousands of dollars because of inadequate UC administrators' recommendations, as well as inflation, and it is time that we start to catch up. It would be inexcusable for the University to exclude catch-up pay from the budget recommendations to the Governor and the Legislature."

Bowker Refuses to Return Platt to Tenure List

Will Faculty Defend Academic Freedom?

It is now up to the Berkeley faculty to decide whether it will back up its position taken last May in the Anthony Platt academic freedom case. At that time the Berkeley Academic Senate voted that in view of the violation of Platt's academic freedom and privileges that his name "be restored, without further review, to its original place on the list of nominees for tenure to be forwarded to the Regents."

Chancellor Albert Bowker has rejected the faculty's position. In an August 27, 1974 letter to Professor Herma Kay, last year's chairperson of the Berkeley Division, Bowker stated that he intends to follow the course of action recommended by the Committee on Privilege and Tenure which was that Platt should be subject to a new tenure review.

This issue will come before the Berkeley Divisional meeting on October 14 at which time Bowker will report on his position.

The faculty will have to decide whether to allow Bowker to effectuate a serious and blatant violation of academic freedom, or whether to condemn Bowker's actions and to restate its May 20 position "urging its Berkeley Senate committees and *individual members of this and other campuses* to refrain from participating in any review procedures that do not conform to the policy of January 21, 1974, including the proposed review of Platt," (emphasis added).

THE REMEDY

The Senate's January 21 policy was that serious violations of academic freedom and/or faculty privileges be corrected "at the point at which they occur and in such a manner as to preclude the compounding of the risks to the aggrieved individual's academic status."

It is over 3 years since Assistant Professor Platt's academic freedom was violated by Chancellor Roger Heyns who improperly removed his name from the list of nominees for tenure after Platt was arrested in May 1971 during a demonstration at Berkeley. Subsequently the arrest charges were dropped. Platt sued the University for false arrest and the administration agreed to an out of court settlement. But he was not restored to the list of tenure nominees.

When Albert Bowker assumed the Chancellorship in July 1971 he undertook a review of Platt's request to be returned to the tenure list. However, Bowker sat on the case for almost a year before he wrote his infamous letter of May 1, 1972 to the Budget Committee stating his reasons for refusing to recommend tenure.

In this letter Bowker acknowledged that he had conducted his own review of Platt's merits, and, in part, based his decision on confidential material which had not been available to any faculty review committee. Furthermore, he candidly cited Platt's political disagreements with local police agencies as one of the reasons for denying tenure, and referred to his writings as differing little from the orthodox Marxism of the 30's.

THE WATERGATE SPIRIT

Bowker, in the spirit of ex-President Nixon with the Watergate tapes, fought to deny the Privilege and Tenure Committee and Platt access to the May 1, 1972 letter. It was only after Bowker realized that noncompliance would arouse strong faculty opposition that the letter was released.

The issue of whether Chancellors Heyns and Bowker acted improperly was never in doubt. The only question was what should be the remedy for an egregious violation of academic freedom. The Privilege and Tenure majority, with one dissent, recommended that Platt should receive a new Ad Hoc Committee review.

The Platt case was brought before the January 1974 meeting of the Representative Assembly as a result of the joint action by the AFT, the AAUP and the Berkeley Faculty Association. In a letter to the Senate Policy Committee, the three organizations asked the Committee to consider the ques-

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AFT Conference at Irvine

CB Law to Promote Academic Interests

On September 13 and 15, 1974, the University Council of the American Federation of Teachers held a Conference on Higher Education at the University of California, Irvine campus.

Forty professors, librarians and other academic employees who attended were welcomed by Irvine Local President James Flink and UC-AFT President Spencer Olin.

Olin opened the program with a talk on the State of the Union. Last year, Olin reported, the AFT grew by about 25%. With the imminent prospect a collective bargaining law for public employees will be enacted in the spring of 1975, Olin predicted the Union will grow even more rapidly during the current academic year. He pointed out the AFT has been the leader in advancing the interests of the faculty and other academic employees.

The Union, he said, has become involved in a broad range of activities, including lobbying in Sacramento for higher salaries, meeting and conferring with the UC Administration to convince UC that the cost of living must be considered in figuring salary recommendations, defending due process in individual cases and alerting the faculty to efforts by the University Administration to weaken collegiality by turning chairpersons into managers.

Assemblyman John Vasconcellos participated in the first Conference workshop on "Formulating a Positive Program for Higher Education." Vasconcellos is a member of the Assembly Education Committee and chaired the Joint Committee on the Master Plan that produced a revised plan for California higher education in 1974.

Vasconcellos said he favored collective bargaining for public employees in general, though he had doubts about its appropriateness in the field of education. Education, in his opinion, is too special, too deeply involved with the lives of young persons, to be subjected to the stresses of conflict between teachers and institutions that might arise in the course of collective bargaining. He feared, above all, that the interests of the students might suffer if they have no voice at the bargaining table.

WHO HAS THE POWER?

For almost three hours there was a frank exchange of views.Some UC faculty pointed out to the Democratic Assemblyman that without collective bargaining there is no other rational or fair way of dealing with many serious problems that now exist in the University. Arbitrary actions by Administrators which violate due process and academic freedom, they noted, erode the faculty's ability to participate in University governance and deny academics fair monetary compensation.

Vasconcellos argued that the faculty has often been an obstacle to educational reform and he feared giving it any more power than it now exercises.

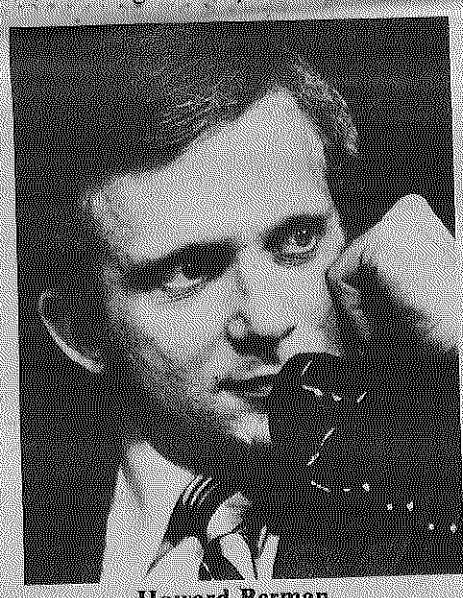
Not so, said conference participants. Collective bargaining, they argued, will facilitate internal reform of the University of California by giving academics genuine authority; whatever power faculty now exercise is delegated to them by the Regents and must be carefully exercised in ways that the Regents and Administrators approve.

The University has neglected undergraduate studies in the past, because the Regents and the top administrators have created a reward structure that did not adequately recognize the importance of teaching. When students fail to receive individualized instruction in an atmosphere that stimulates active learning, this is because the University has not been committed to providing that kind of instruction nor has it supplied faculty with the resources to give students the attention they deserve.

Finally, UC-AFT members urged that student representatives be given the right to sit in on collective bargaining negotiations as observers and express their views on the issues at appropriate occasions.

ELECTION HOPES

Howard Berman, the new Assembly Majority leader, spoke to the evening session on "Collective Bargaining and Higher Education." Assemblyman Berman predicted that if Edmund G. Brown is elected in November, a strong collective bargaining bill favorable to public employees will be enacted by the Legislature. If Houston Flournoy wins, Berman said, either there will be no law or Flournoy will insist on a bill disadvantageous to public employees.



Howard Berman

The Assembly Majority Leader is expected to have a major role in developing collective bargaining legislation in the next Legislature.

Standing outside the conference room after the discussion on "Formulating a Positive Program for Higher Education," from left to right, Professor James Flink, president of the UC Irvine local of the AFT; Professor Spencer Olin, President, UC-AFT; Assemblyman John Vasconcellos (D-San Jose) and Professor Paul Goodman, Northern Vice President, UC-AFT. (Photo by Patty Wood.)

Berman said the new chairperson of the Assembly Education Committee, Ray Gonzalez, is a firm supporter of collective bargaining in higher education. Gonzalez, a former faculty member at Cal State, Bakersfield, and an AFT member, is one of a new breed of legislators. Shortly after his recent election, he returned a case of liquor sent to him by a Sacramento lobbyist.

The final session on Friday evening was a workshop on "Legal Defense and the Rights of UC Employees" led by Stewart Weinberg, AFT attorney, with the firm of Levy, Van Bourg and Hackler. Weinberg has specialized in academic due process cases and has represented the University Council in litigation with the University.

Litigation, he argues, is a last resort. The Courts are not likely to provide the remedy for many of the serious problems affecting employee rights arising within the University. Legal proceedings are costly and judges conservative. The latter have traditionally stayed out of academia, though recently the courts have shown greater receptivity to considering whether the rights of professors have been violated. There is no substitute, Weinberg said, for collective bargaining. A well-designed collective bargaining contract, enforced by a strong union, is the best and most practical way academic employees can defend their interests.

On Saturday morning, the Conference held a workshop on "Organizing Academic Employees." Paul Goodman, (History, UCD), Robert Potter (English, UCSB), Karen Leonard (Comparative Culture, UCI), Martin Silver (Library, UCSB), and Irwin Wall (History, UCR) discussed different approaches to organizing at UC. They stressed the importance of direct response to the needs and interests of particular groups of academics — tenured faculty, faculty on declining campuses, librarians, lecturers, women and minorities.

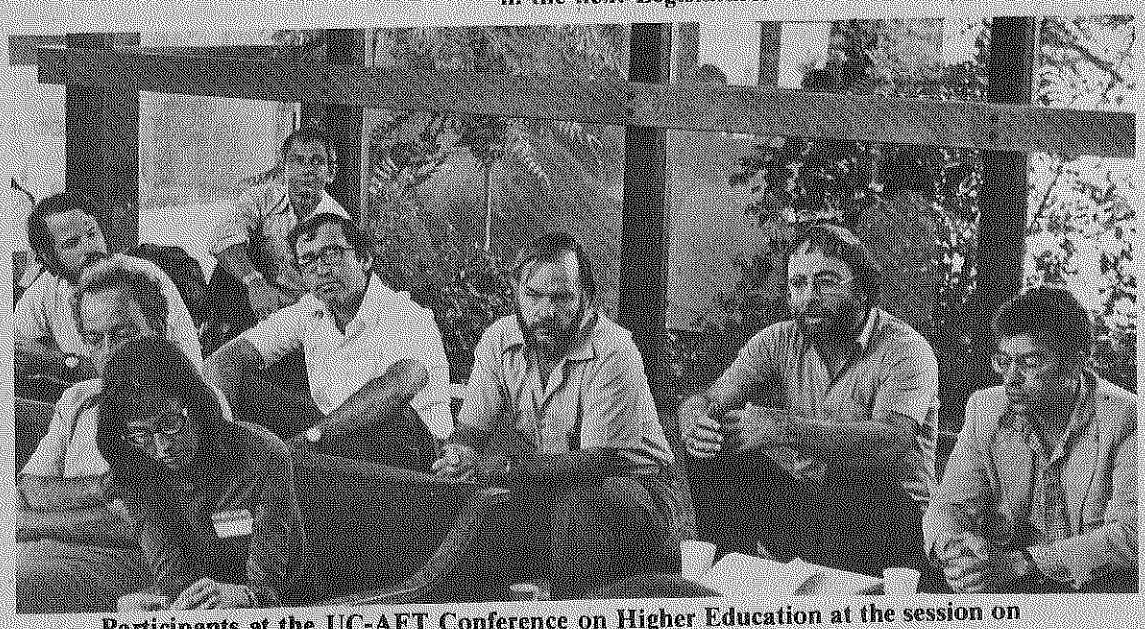
LABOR UNITY

The conference ended with an adress by Raoul Teilhet, President of the California Federation of Teachers, on "The AFT in Higher Education." Teilhet stressed the AFT's strong commitment to helping professors and other academic employees organize, pointing to the substantial financial assistance the national AFT and the California Federation of Teachers has been supplying the University Council.

Now that collective bargaining is imminent, Teilhet stressed the need for unity. Educators, he said, cannot afford to permit organizational rivalry to weaken their position at the bargaining table. Such divisiveness, he argued, was responsible in part for the inadequate contract negotiated by the AFT which won the right to serve as bargaining agent at the University of Hawaii after a bitter election contest with rival organizations.

Teilhet pointed out the AFT has merged with the National Educational Association in New York, both in the city and statewide, including City University and the State University of New York, as well as in Los Angeles and New Orleans. While unity is vital, Teilhet said the national AFT remains committed to affiliation with the AFL-CIO, for labor support is equally indispensable at the bargaining table and in Sacramento at budget time.

Following adjournment of the Conference, the University Council held its first statewide Council meeting of the new academic year.



Participants at the UC-AFT Conference on Higher Education at the session on "Legal Defense and the Rights of UC Employees," AFT attorney, Stewart Weinberg on the right. (Photo by Patty Wood).

Salary Setting Method Must Restore UC Real Earnings

Dougle-digit inflation has taken another casualty — the methodology for recommending UC salaries to the Legislature and the Governor.

The Post Secondary Education Commission has changed the methodology to include an inflation factor. This will result in salary recommendations closer to this past year's rise in the cost of living. However, it is far from satisfactory for if double-digit inflation continues it will probably result in recommendations considerably below the rate of inflation next year.

For the past two years the AFT has testified in Sacramento about the inadequacy of the methodology in the face of inflationary pressures, and the decline in average UC real salaries. In March 1974, President Hitch stated before an Assembly Ways and Means Subcommittee that double-digit inflation might require a modification of the methodology.

OUTDATED METHODOLOGY

Up to now UC salary recommendations were based on a comparison with a group of eight leading universities — Harvard, Yale, Michigan, Cornell, Illinois, Wisconsin, Stanford and SUNY-Buffalo. A five year average of salary increases at the comparison schools was calculated from which a projection was made of their salaries in the coming year. The difference between UC average faculty salaries in the current year and the comparison university salaries projected to the coming year was the UC pay recommendation. The same method is used for fringe benefits.

While the method might be considered acceptable in non-inflationary times, assuming the adequacy of the comparison group, it is clearly inadequate today. But, as a matter of fact, the method was defective even before double-digit inflation since it did not prevent steady erosion of average UC real earnings.

The problem is that in a period of rapid inflation the methodology could not possibly come up with a recommendation anywhere near the rise in the Consumer Price Index because it used an average of increases over the past five years in the comparison group in order to project what salaries would be in the coming year. For example, data as far back as 1967-68 was used in making the 1974-75 recommendation, and this period included the period of wage controls when salaries were depressed. It was clear that a methodology that produced 4 or 5% pay recommendations at a time of double-digit inflation was unacceptable.

CENTER AREAS OUT

A less serious but still important criticism is the deliberate exclusion of major universities in large urban centers such as New York City or Chicago. Universities in these areas have been left out not because there are not any schools comparable to UC but because it is claimed that the cost of living is higher in these areas than in California. Therefoce, higher salary universities such as Columbia, CUNY Graduate Center and Chicago have been arbitrarily excluded.

After the near unanimous criticism of the old method last March at the Assembly Ways and Means Committee hearings on UC salaries, the new California Post-secondary Education Commission started to consider how to make the mechanism more responsive to inflation. After several months of meetings, the Post-secondary Education Commission, on September 16, 1974, modified the methodology.

In addition to the past practice of calculating the nominal salary differences between UC and the comparison group, an inflation factor would be added. This would be calculated as the difference between the average increase in the CPI over the most recent 5 year period and subtracting the CPI increase in the most recent 12 month period. The difference is an inflation factor would be added to the calculated difference in nominal salaries between UC and the other schools.

Thus, for example, if it were projected that the comparison group's salaries in 1975-76 would be 4% over UC average faculty pay in 1974-75, and the inflation factor (the 5 year average CPI increase minus the most recent 12 months) was 5%, then the UC pay recommendation would be 9%.

The new methodology which UC will use in recommending 1975-76 salaries was accepted by UC administration without consultation with appropriate Senate committees who are being asked now to ratify a methodology which UC administration opposed at the Post-secondary Education Committee hearings.

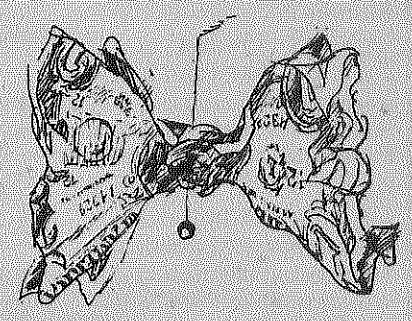
There are several things wrong with the new method.

First, although it includes a cost of living factor, it is unlikely that it will result in recommendations equal to the actual rise in the cost of living.

Second, it does not provide for a way to restore the loss of average real earnings which UC academics have suffered since 1969.

Third, it uses a method of calculating the inflation factor which double counts the most recent 12 month CPI increase. Consequently, at the time the calculation is made if the CPI in the most recent month rises at a faster rate than in the previous month, it results in a *decrease* in the inflation factor; conversely, it produces a *larger* inflation factor if the most recent monthly CPI is less than in the previous month.

Lastly, the method still uses the comparison of UC to other universities' average salaries as the basic calculation. In 1975-76, since UC salaries are behind the other schools, it will yield a recommendation somewhere near the CPI increase in the past yeur. But next year, if the other schools don't get the same increase as UC, then the comparability factor may be zero or even negative. And if the cost of living continues its double-digit rise, the inflation factor will be only about half of the CPI increase. What has been adopted is a "cost of living" methodology which will produce a recommendation near the rise in the cost of living *only* in the first year.



In testimony last August before the CPEC, Sam Bottone, UC-AFT Executive Secretary pointed out that salary setting methodologies must be flexible to meet the problems of changing conditions and the needs of people. The most immediate need is for a catch-up salary increase for faculty and academic staff which will restore real earnings to the level of July 1969.

The AFT also pointed out that the Commission should be aware that collective bargaining legislation will be enacted soon by the next Legislature, and negotiations will be the methodology for setting salaries instead of the unilaterally established mechanisms that now exist.

COMPARISON OF ACTUAL AVERAGE SALARIES WITH REAL AVERAGE SALARIES FOR UNIVERSITY OF CALIFORNIA FACULTY, JULY 1969 THROUGH JUNE 1974.

(Real Salaries in Parentheses)

	Professorial Ranks			
Year	**Professors**	**Associate Professors**	**Assistant Professors**	**Instructors**
1969/70	$20,649	$14,053	$11,206	$7,960
	(19,591)	(13,330)	(10,632)	(7,552)
1970/71	20,880	14,150	11,379	7,768
	(18,930)	(12,829)	(10,316)	(7,043)
1972/72	21,060	14,107	11,404	8,050
	(18,571)	(12,440)	(10,056)	(7,099)
1972/73	22,800	15,542	12,527	9,167
	(18,984)	(12,941)	(10,430)	(7,632)
1973/74	24,020	16,431	13,382	8,916
	(17,993)	(12,308)	(11,024)	(6,679)
Percentage increase in Actual Salaries 1969/70 to 1973/74	16.3%	16.9%	19.4%	12.0%
Increase in the Consumer Price Index July 1969 to June 1974	22.5%	33.5%	33.5%	33.5%
Percentage increase in Real Salaries July 1969 through June 1974*	-12.9%	-12.4%	-10.5%	-16.1%
Percentage increase needed on July 1, 1974 to regain parity of purchasing power enjoyed on July 1, 1969	14.8%	14.2%	11.8%	19.2%
				Average 14.5**

*The "real" salary is the actual salary adjusted for changes in the Consumer Price Index since July 1969. The real salary for each year reflects the change in the CPI for June of the academic year compared to the CPI for July 1969. Thus, professors' average salary of $20,649 in July 1969 declined in purchasing power to $19,591 by June 1970.

**The average is a weighted average of the UC staffing pattern for 1973-74: professors, 2,210; associate professors, 1,086; assistant professors, 1,399; instructors, 565; total: 5,210.

SOURCES: Coordinating Council Higher Education (for actual salaries). U.S. Bureau of Labor Statistics

Lecturers: the future Assistant Professor

By Robert A. Potter (Drama, UCSB)
Southern Vice President, UC-AFT

All untenured faculty at UC are equally non-tenured — but some are more non-tenured than others.

The *Assistant Professor* (1974-75 starting salary $12,800)

- is appointed to a series of two-year contracts during the period of probation, which may last as long as eight years;
- holds Academic Senate membership (including the right to vote in Department meetings, apply for Senate research grants, summer fellowships, institute awards, etc.);
- is on the tenure ladder, and thus is regularly reviewed for bi-annual merit pay increases, and ultimately for tenure;
- has a right to faculty peer evaluation at every stage in his career, from initial appointment on;
- must be given a year's notice, in the event of "non-reappointment", in writing prior to June 30 with a mandatory terminal year's appointment, giving time for appeals and reconsideration, and the search for another position;
- is entitled, by AAUP standards, to a written statement of the reasons for non-reappointment, which is itself subject to Departmental appeal and to scrutiny by the Budget Committee of the Academic Senate.

The continuing struggle by UC-AFT, AAUP and other faculty groups to secure and extend these rights for Assistant Professors against erosions such as Section 52, has obscured an ironic fact: the Assistant Professor is a dwindling speces. In his (and infrequently, her) place you are more and more likely to find someone with the title of Lecturer.

What's the difference? Namely this:

The *Lecturer* (1974-75 starting salary $10,548)

- is, without security of employment, on a straight one-year contract;
- is ineligible for senate membership;
- is not regularly reviewed for merit increases, or eligible for tenure, yet may be kept on year-to-year for up to eight years.
- is not entitled to a year's notice, indeed is not entitled to any notice at all, in the event of "non-reappointment";
- can be hired at the last minute by the Chairman without faculty consultation and dismissed with no statement of reasons, since each year's contract is considered a new and non-renewing agreement;
- is, part of a new and growing temporary employment pool — one, not coincidentally, in which women and minority faculty are most frequently represented.

Succeeding issues of the *Guardian* will explore the implications of this latest tend in UC academic personnel appointments. Please direct any information or comments on this matter to me, so that they may be including in the coming study.

1974-75 Salaries
OFFICERS OF THE UNIVERSITY, OTHER ADMINISTRATORS AT $35,000 OR ABOVE, AND OFFICERS OF THE REGENTS

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
President	$55,000	59,500	8.2
Vice President of the University	48,000	52,000	8.3
Vice President - University Relations	44,500	47,000	5.6
Vice President - Academic Affairs and Personnel	44,000	46,500	5.7
Vice President - Administration	44,000	46,000	4.5
Vice President - Educational Relations	41,000	43,500	6.1
Vice President - Extended Academic and Public Service Programs	40,000	43,000	7.5
Vice President - Governmental Relations	38,000	41,500	9.2
Vice President - Agricultural Sciences and Director of the Agricultural Experiment Station	38,000	39,500	3.9
University Provost	45,500	48,500	6.6
Assistant Vice President - Budgetary Planning	39,500	41,500	5.1
Assistant Vice President and Controller	37,800	40,500	7.1
Assistant Vice President and Director, Business Affairs	37,800	39,800	5.3
Assistant Vice Prexident - University Architect	35,800	39,700	10.9
Assistant Vice President - Academic Planning and Resource Management		39,000	
Assistant Vice President - Coordination and Review	29,800	33,000	10.7
Assistant Vice President - University Relations	30,500	32,300	5.9
Assistant Vice President - Academic and Staff Personnel	29,000	31,000	6.9
Assistant Vice President - Academic Affairs	27,500	30,800	12.0
Academic Assistant to the President (20%)	38,000	40,000	5.3
Academic Assistant to the President (34%)	38,000	40,000	5.3
Academic Assistant to the President (33%)	40,000	40,000	
Special Assistant to the President - Health Affairs	39,500	43,000	8.9
Executive Director of Computing	40,000	40,000	0.0
University Engineer	35,300	38,000	7.6
Special Assistant for Employee Relations	35,900	38,400	7.0
Director of the University Press	33,900	37,500	10.6
Special Assistant (Student Affairs) to the Vice President - University Relations	33,700	36,000	6.8
Director, Western Regional Agricultural Experiment Stations	36,000	36,000	0.0
Director of Audits	33,200	35,900	8.1
Director of Cooperative Extension	34,000	35,500	4.4
Director, Information Systems	35,000	35,000	0.0

1974-75 Salaries
The Regents' Office

Title	Salary 1973-74	Salary 1974–75	% Increase Over 1973-74
General Counsel of The Regents	$39,000	44,000	12.8
Chief Associate Counsel	27,900	33,000	18.3
Associate Counsel	38,500	38,800	.8
Associate Counsel	35,400	37,000	4.6
Associate Counsel	28,800	31,200	8.3
Assistant Counsel	26,700	29,200	9.4
Assistant Counsel	27,100	29,100	7.4
Assistant Counsel	24,000	26,000	8.3
Assistant Counsel	21,000	23,500	11.4
Assistant Counsel	21,100	23,400	10.9
Assistant Counsel	21,000	23,300	11.4
Assistant Counsel	20,200	22,600	11.9
Assistant Counsel	19,500	21,500	10.3
Assistant Counsel	19,000	21,300	12.1
Assistant Counsel	19,000	21,000	10.5
Treasurer of The Regents	50,000	55,000	10.0
Associate Treasurer of The Regents	35,500	38,300	7.9
Assistant Treasurer of The Regents	31,000	33,400	7.9
Secretary of The Regents	33,000	36,000	9.2
Associate Secretary of The Regents	24,000	25,500	6.2
Assistant Secretary of The Regents	12,432	15,500	24.7

More Money for UC Administration

Continued from page 1

administrators into a caste of high paid managers comparable to the overpaid executives of large business corporations.

UC Administrators claim their pay increases merely reflect the amount necessary to keep administrative salaries competitive with those of managers at comparable universities. One wonders if college administrators nationwide have been feathering their nest, taking advantage of their power to recommend salary increases for all employed by their institutions, including themselves.

Is there not a conflict of interest when the Administration itself must determine the level of pay increases for other administrators? One might feel more sympathy for these high administrative salaries if one had reason to believe the persons receiving them were unusually capable in their jobs, that to lose them to another institution would be a real loss indeed for UC. But of how many Administrators can that be said? Many members of the faculty and academic staff think the University would be better off if there were fewer managers and all of us can think of many individuals in Administration whose performance on the job is nothing to write home about, especially those who cost the University millions of dollars every time they testify before a Legislative committee in Sacramento.

It is no wonder that the UC Administration, in good Watergate style, marked "Strictly Confidential" on the document containing pay recommendations for top administrators for 1974. Yet as a public institution, UC cannot keep such data secret and when the AFT requested the information, the University had to comply. Because their operations have largely escaped serious public and faculty scrutiny for so long, because they are so unaccustomed to operating in an open and candid way, the UC Administration tried to hide the facts of the pay grab behind a veil of secrecy even though, when pressed by the AFT, such a misuse of confidentiality had to be abandoned.

JEALOUSY?

Some will no doubt say, as did Vice President Angus Taylor last year when the AFT published administrative salaries, that the Union is merely trying to stir up jealousy. Anyone who thinks that badly misreads the thinking and feelings of the academic community. Few who have entered the scholarly professions have sought or expected affluence. Most professors would work for even lower salaries than the inadequate ones they now receive because their principle commitment is to the enterprise of teaching and research and the intangible rewards these can yield and not to laying up the treasures of the world and enjoying the trappings of power. But that is no reason to exploit professors' love of their work by denying them decent salaries and fringe benefits.

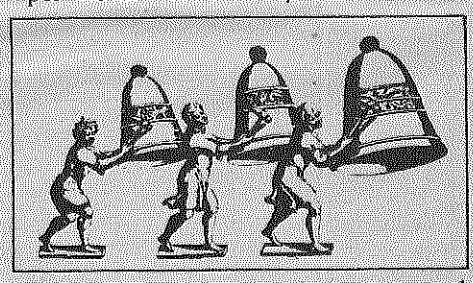
For five years faculty compensation has been deteriorating. Much of the responsibility lies elsewhere than in University Hall but candor compels one to recognize that the Hitch Administration has contributed, in important ways, to that deterioration. First, it has repeatedly underestimated in its Fall budget recommendations the pay increases needed to maintain comparability. These inadequate recommendations have formed benchmarks for the governor to cut still further.

One must wonder if the University and the State Department to Finance carry on closed door negotiations that determine UC's pay recommendations since surely equity considerations have been chronically absent from those recommendations.

The AFT has found, despite compelling arguments on the basis of inflation and equity for pay increases higher than the University has recommended, that even sympathetic legislators find themselves caught between UC's inadequate recommendations and the governor's even more inadequate recommendations. Second, the University has stubbornly clung to exclusive reliance on the comparison formula, refusing to add in a cost-of-living component as the AFT has been urging for two years. Now, under pressure from within and without the University, the UC Administration for the first time is officially recognizing that there is chronic inflation in America. Third, the University's sad record in making real improvements in the quality of undergraduate instruction, its footdragging in response to the imperatives of affirmative action, its imposition of tuition and endless requests for more money for more buildings and administrators, have sunk its prestige at Sacramento to an all time low.

THE REWARDS

Finally, the administrative pay grab reveals unmistakably the efforts to create a caste of highly paid managers who will undermine whatever is left of collegiality and faculty participation in governance. The lavish subsidies given to Chancellors for housing, the wasteful expenditure of public funds on fancy Administration buildings expensively decorated, and the introduction a few years ago of special stipends for department chairpersons tells us clearly that the rewards at the University of California are in Administration. This latter innovation — the chairperson's stipends — has just been increased from $120.00 per month to $170.00 per month.



When President Hitch proposed these stipends, he pointed to the desirability of strengthening the role of chairpersons as front-line administrators through tangible material rewards. No one begrudges hard working chairpersons adequate recognition but they do receive summer salaries and a reduction in teaching load.

The great danger is that Hitch intends to transform chairpersons from colleagues, who assume administrative responsibilities temporarily, into permanent line managers. This is precisely the direction in which we are headed. The University issued last Spring a directive that defined chairpersons as managerial personnel in order to exclude them from the same bargaining unit as their faculty colleagues in the event of collective bargaining, a directive protested to little avail by the AFT, the AAUP and the Berkeley Faculty Association. The emergencey of a managerialized university governed by high paid professional managers who are not accountable to anyone will certainly force professors and other academics to use the new power collective bargaining will give them to end this growing imbalance of power. The UC managers in the rest of the 1970s and 1980s expect to be under chronic pressure to economize and you can bet your bottom dollar that, if they get their way, "economies" will be extracted from the hides of students and faculty while the cost and size of the Administrative elite mushrooms.

1974-75 Salaries
University of California, Santa Barbara

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor Santa Barbara	$47,000	49,500	5.3
Executive Vice Chancellor	39,900	43,000	7.8
Vice Chancellor - Administration	39,200	41,500	5.9
Vice Chancellor - Academic Affairs	35,000	39,300	12.3
Vice Chancellor - Business and Finance	31,400	34,200	8.9
Vice Chancellor - Student Services	29,000	31,900	10.0

1974-75 Salaries
University of California, Riverside

Title	Salary 1973-74	Salary :1974-75	% Increase Over 1974-75
Chancellor,	47,000	49,500	5.3
Vice Chancellor - Academic Affairs	32,000	36,800	15.0
Student Health Service Director	35,000	35,000	0.0
Vice Chancellor - Student Affairs	28,000	32,200	15.0
Vice Chancellor - Business and Finance,	23,500	30,000	**27.7**

1974-75 Salaries
University of California, Davis

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor	$47,000	49,500	5.3
Director of Hospitals and Clinics	44,000	47,000	6.8
Executive Vice Chancellor,	42,500	46,000	8.2
Vice Chancellor - Student Affairs	33,300	36,500	9.6
Dean - University Extension	31,700	35,100	10.7
Student Health Service Director	29,200	35,100	20.2
University Librarian	32,500	35,000	7.7
Vice Chancellor - Academic Affairs	29,600	34,000	14.9
Vice Chancellor - Business and Finance	30,000	32,200	7.3

1974-75 Salaries
University of California, Santa Cruz

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor	$38,500	47,000	**21.1**
Vice Chancellor - Sciences,	42,500	44,700	5.2
Vice Chancellor - Social Sciences	37,100	39,600	5.9
Vice Chancellor - Academic Administration	33,000	37,200	12.7
Vice Chancellor - Humanities,	33,000	37,200	12.7
Acting Assistant Chancellor - Planning and Analysis	32,900	35,200	7.0
Vice Chancellor - Business and Finance	31,400	33,600	7.0

1974-75 Salaries
University of California, San Francisco

Title	Salary 1973-74		% Increase Over 1974-75
Chancellor	$47,000	$49,500	5.3
Director of Hospitals and Clinics	44,000	48,800	10.9
Vice Chancellor - Academic Affairs	39,000	43,000	10.3
Vice Chancellor - Public Programs and Continuing Education	38,800	41,500	7.0
Planning Coordinator of the Health Policy Program	38,000	40,800	7.4
Vice Chancellor - Administration	36,600	40,000	9.3
Vice Chancellor - Administrative Coordination and Planning	32,600	36,800	12.9
Associate Director, Clinical Laboratories	34,900	36,000	3.2
Vice Chancellor - Personnel and Student Services	27,200	29,300	7.8

1974-75 Salaries
University of California, Los Angeles

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor,	$49,000	52,000	6.1
Director of Hospitals and Clinics,	47,300	51,400	8.7
Executive Vice Chancellor	45,500	48,500	6.6
Vice Chancellor for Faculty Relations,	37,300	44,500	**19.3**
Vice Chancellor - Administration	40,800	43,500	6.6
Vice Chancellor - Academic Programs	40,800	43,000	5.4
Vice Chancellor - Student and Campus Affairs	37,300	40,000	7.2
Assistant Vice Chancellor - Research	36,000	39,100	8.6
University Librarian,	34,500	38,500	11.6
Student Health Service Director	35,400	38,500	8.8
Assistant Chancellor - Planning	33,800	38,000	12.4
Assistant Vice Chancellor - Graduate Affairs	29,100	38,000	**30.6**
Assistant Chancellor - Executive Assistant	33,800	38,000	12.4
Intercollegiate Athletic Director	34,800	37,900	8.9
Dean - Extended Studies	35,100	37,800	7.7
Assistant Chancellor - Alumni and Development	32,000	36,800	15.0
Director of the Computing Network	33,700	36,700	8.9
Dean of Academic Services	34,600	36,400	5.2
Associate Director of Hospitals and Clinics - Clinical Support Services	33,100	36,100	9.1

1974-75 Salaries
University of California, Berkeley

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor,	$49,000	52,000	6.1
Vice Chancellor - Admistration	44,500	47,000	5.6
Provost - Professional Scools and Colleges	42,000	44,500	6.0
Provost and Dean - College of Letters and Science	37,100	42,300	14.0
Associate Vice Chancellor - Student Affairs	36,300	39,000	7.4
Assistant Chancellor -Budget and Planning	35,000	39,000	11.4
University Librarian	35,000	38,000	8.6
Director - Student Health Services	32,500	36,800	13.2
Assistant Chancellor - Development	32,000	35,500	10.9

1974-75 Salaries
University of California, San Diego

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Vice Chancellor - Health Sciences,	$53,000	$56,500	6.6
Chancellor	47,000	49,500	5.3
Vice Chancellor - Marine Sciences,	45,000	47,000	4.4
Director of Hospitals and Clinics,	43,000	46,200	7.4
Vice Chancellor - Administration	40,800	44,500	9.1
Vice Chancellor - Academic Affairs	40,800	44,500	9.1
Vice Chancellor - Business and Finance	36,900	39,800	7.9
Assistant Chancellor	35,700	38,900	9.0
University Librarian,	34,400	37,100	7.8
Student Health Service Director,	34,300	37,000	7.9
Vice Chancellor - University Relations	36,000	36,000	0.0
Vice Chancellor - Student Affairs	30,500	32,900	7.9

1974-75 Salaries
University of California, Irvine

Title	Salary 1973-74	Salary 1974-75	% Increase Over 1973-74
Chancellor	$47,000	49,500	5.3
Vice Chancellor - Business and Finance	35,500	38,500	8.5
Vice Chancellor - Student Affairs	33,400	36,200	8.4
Acting Vice Chancellor - Academic Affairs	26,800	36,000	**34.3**

Collective bargaining is around the corner

United Faculty Action Proposed

The following statement by Paul Goodman, Professor of History, UC Davis and UC-AFT Northern Vice-President was written for the AAUP California State Conference newsletter in response to a request for a statement on AFT's views on relations with other faculty organizations.

Many members of the AFT at the University of California once belonged to the AAUP. For more than fifty years the AAUP has fought a courageous and sometimes lonely battle to defend academic freedom and advance the role of faculty in university governance. That fight commended our respect and led many of us to join.

In the 1960s, however, we faced powerful attacks on the University from those not committed to academic freedom, faculty self-governance, or maintaining UC as the country's finest public university. The moral suasion on which AAUP relied seemed inadequate to the challenge. Collective bargaining and affiliation with the American labor movement appeared on reelection to be a more practical and realistic strategy for defending the interests of faculty, students, and an institution we wished to protect. Events in the early 1970s confirmed that judgment, as did the acceptance by AAUP of the appropriateness of collective bargaining.

HOW TO BARGAIN

Within the next academic year California will enact a collective bargaining law for public employees. In the overwhelming number of elections held to date, faculties have chosen to engage in collective bargaining. The same is likely to happen at UC. We need, therefore to give careful consideration to how we can make collective bargaining best serve the needs of the academic community.

Those needs are apparent:

- We must restore the purchasing power of academic salaries and not permit those salaries to continue to slip as they have in recent years.
- We must bring fringe benefits up to a level at least comparable to the comparison institutions.
- We must guarantee through a contract that neither the Regents not administrators may infringe upon academic freedom upon penalty of court action.
- We must also turn back the efforts to abolish or erode the concept of tenure and we need to provide better procedures for assuring due process for faculty members.
- We must strengthen the role of the Academic Senate, whose existence stems from Regental action and whose role is purely consultative.
- Through a collective bargaining agreement we can make the faculty a genuine partner in decision-making, not a rubber stamp or ineffective critic as it has sometimes been in the past.
- Finally, we need to assure more adequate financial support for UC to improve the quality of instruction and conditions for engaging in research.

Achieving these goals will not be easy. UC Regents and top administrators are hostile to the notion of shared authority. Their recent attack on the principles of collegiality in defining chairpersons and other "confidential employees" as management personnel (a move resisted by both AAUP and AFT) is symptomatic of their desire to strengthen the hand of management in advance of collective bargaining.

LABOR ALLIES

Whatever collective bargaining agent is ultimately chosen by the faculty, that agent must be in a position to exert pressure on the University, short of the strike weapon, for which few academics have much enthusiasm. We in the AFT believe that as part of the California Labor Federation, AFL-CIO, faculty will no longer be isolated from other Californians and powerless to shape the educational direction of the state. For make no mistake about it: without the ability to put pressure on the Regents and on legislators in Sacramento, a collective bargaining agent is not likely to fare well at the bargaining table. For this reason, no independent faculty association can conceivably go it alone for long and negotiate satisfactory agreements. It will either have to sacrifice faculty interests or seek to affiliate with a national organization that will give it muscle.

Above all, we must not let our judgment be clouded by snobbish notions that professors and educators have no place in the American labor movement, or by false arguments that we lose control over our own affairs by affiliation with a national trade union, or by utterly erroneous assertions that the UC-AFT favors abolition of tenure, the destruction of the Academic Senate, and the sacrifice of the interests of Senate members.

There will be a tendency as we approach collective bargaining for organizational rivalry to consume our energies and diminish our ability to defend faculty interests. Instead of rivalry, we need to unite and bring together all those who share the common objectives outlined above. Now is an excellent time to begin working together, as a fresh academic year commences under more favorable conditions than at any time since the advent of Ronald Reagan.

STEPS TOWARD ACTION

I would propose the following concrete steps to move us toward unity:

1. The AFT's monthly newspaper, the *University Guardian*, should become a forum that opens its pages to representatives of other organizations, as it did last Spring by printing in full the AAUP's superb analysis of Regents' Counsel Cunningham's opinion on limiting tenure.

2. Representatives of the AAUP, AFT, and other faculty organizations should map out a campaign to raise faculty salaries and fringe benefits, starting with concerted efforts to convince President Hitch to make a realistic recommendation to the Regents this Fall when he presents next year's UC budget.

3. The AAUP and the AFT should work together to convince the University to withdraw the policy directives issued during the last academic year which erode the concept of tenure and weken the concept of collegiality by defining chairpersons as managerial personnel.

Only through unity among UC academic employees and with the support of others outside the University of California, such as the California Labor Federation, are we likely to advance the interests of the academic community in the 1970s.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
CALIFORNIA STATE CONFERENCE, FALL MEETING

SATURDAY, OCTOBER 12, 1974
LOS ANGELES HILTON, 930 WILSHIRE BLVD.
Los Angeles, Ca.

9:00 Coffee
9:15 Treasurer's Report: Michael Wiley (California Lutheran)
9:25 Secretary's Report: Howard Waldron (CSU, San Francisco)
9:35 Vice-President's Report, William Simpson (CSU, Los Angeles)
AAUP TESTIFIES AROUND THE STATE; RECENT ACTIVITIES

9:50 RESOLUTIONS: PRESENTATION AND FIRST DEBATE
A better *Bulletin;* Undue Delays in On-Campus Complaint-Handling; Financial Exigency, Tenure, and Transfers; The Question of Lecturers as a Substitute for Tenure-Ratios

11:00 Break

11:15 President's Report, A.E. Keir Nash (UC Santa Barbara)
PROFESSIONAL SELF-IMAGERY, PPB, AND CB—OR, WHATEVER HAPPENED TO THE PROFESSOR'S TACIT SOCIAL CONTRACT?
Discussion

12:00 Luncheon and Council Meetings

1:00 WILLIAM VAN ALSTYNE, NATIONAL AAUP PRESIDENT
TENURE, THE FINANCIAL PINCH, AND THE JUDICIAL HAND: WHEN, AND IN WHAT FASHION, COURTS SHOULD INTERVENE

1:30 Round table and audience discussion of Van Alstyne speech

2:00 ROUND TABLE AND AUDIENCE DISCUSSION: Good and Not-So-Good Campus Complaint Systems— Comparing the Remedies' Capacity To Exhaust the Plaintiff Before He Exhausts Them.

PARTICIPANTS

JOHN ELLIS	AAUP President, UC Santa Cruz
PAUL GOODMAN	Northern Vice-President, UC-AFT
HAROLD W. HOROWITZ	Vice-Chanc., Faculty Relations, UCLA
DOUGLAS HOBBS	Chmn., Privilege & Tenure, UCLA
LEONARD MATHY	Dean of Admin., CSU, Los Angeles
RICHARD PEAIRS	Director, Western Regional Office, AAUP
SPENCER POLLARD	Chmn., Tenure & Privilege, USC

A.E. KEIR NASH, MODERATOR

3:00 Break

3:15 RESOLUTIONS (CONCLUDED) AND WESTERN REGIONAL OFFICE SUMS UP

UC querried on low retirement interest

When UC employees recently received the statement of their contributions to the University of California Retirement System, it was reported that UCRS is currently paying only 4% interest on employee contributions.

Many questions have been raised by UC employees why the interest rate should be so low at a time of record high interest rates.

On October 1, the UC-AFT wrote to UC President Hitch asking that the University re-examine the adequacy of this interest rate. In addition President Hitch was asked for the following information:

- What are the investment policy guidelines for UCRS? Have they changed within the past year?
- What is the distribution of UCRS investments among various types of obligations?
- When was the 4% rate of interest determined, and on what basis?
- Has the University re-examined the appropriateness of the 4% rate of interest in the light of current market conditions?
- How does UCRS dispose of the profits between the 4% it credits to employee accounts and the actual interest and dividends it receives on its investments of these funds?
- What guidelines does the Treasurer of the Regents follow with respect to the social policies of the corporations it invests in?

UNIVERSITY GUARDIAN

Official newspaper of the University Council — American Federation of Teachers. UC-AFT is affiliated with the American Federation of Teachers, AFL-CIO and the California Federation of Teachers, AFL-CIO.

Published during the academic year by the UC-AFT, 2527 Dwight Way, Berkeley, Ca. 94704. (415) 841-1750.

Spencer C. Olin (History, UCI) ..... President
Paul Goodman (History, UCD) ..... Northern Vice-President
Robert A. Potter (Drama, UCSB) ..... Southern Vice-President
Sam Bottone ..... Executive Secretary
Paul Goodman ..... Editor

UC-AFT is a council of AFT locals representing faculty and academic employees at the University of California: Local 1474 / Berkeley; Local 1795 / Berkeley and S.F. librarians; Local 1966 / Riverside; Local 1990 / UCLA; Local 2023 / Davis; Local 2034 / San Diego; Local 2141 / San Barbara; Local 2199 / Santa Cruz; Local 2226 / Irvine.

Section 52 Decision is Appealed

Professor Spencer Olin, UC-AFT President, announced the AFT will appeal Alameda County Superior Court Judge William Brailsford's decision denying the AFT suit which charged the University of California with failure to meet and confer on Section 52 of the *Academic Personnel Manual*.

In March 1973, the AFT filed a suit for a writ of mandate to set aside the implementation of the controversial new policy in Section 52. The policy, the AFT charged, drastically changed the criteria for reappointment and promotion of assistant professors. According to AFT attorney Stewart Weinberg, the appeal will be based on errors of fact and of law in Judge Brailsford's decision.

"The one favorable part of Judge Brailford's decision," according to Professor Olin, "is the ruling saying the University has an obligation to meet and confer in good faith. We intend to appeal his decision that UC did, in fact, act in good faith when it implemented the Section 52 changes in the promotion policy.

"Brailford's decision does not even deal with the key factual dispute over what happened at the Dec. 6, 1972 meeting when UC officials told us they intended to withdraw the third draft of the revised section.

"It is clear," Olin added, "that Brailford did not understand the nature of the Section 52 dispute nor the sequence of events following the issue of the several drafts."

The first inkling of the policy change occurred in July, 1970 when President Hitch issued a directive to the Chancellors emphasizing that an assistant professor appointment is probationary and tenure is not automatic. The directive went on to advise that firings are to be described as "non-reappointments" rather than terminations and the University has no obligation to give detailed reasons for the adverse decision.

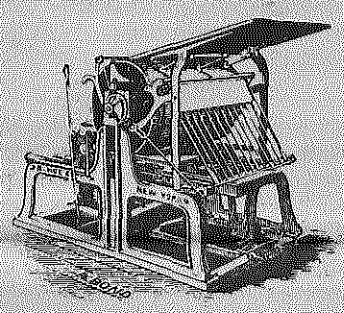
REVOLVING DOOR

Between Nov., 1970 and Sept., 1972, successive drafts of the new Section 52 made it increasingly clear that the Hitch administration was set upon establishing a revolving door policy. In the earliest of the three drafts, procedures were set up to facilitate termination of assistant professors. The right to an *ad hoc* review committee, that is, peer judgment, was eliminated at all steps other than the actual tenure decision. However, it was not until the third draft in Sept. 1972, that the UC administration actually came out with the policy that an assistant professor could be terminated for "programmatic reasons", "budget exigencies" or "fiscal considerations"; and without regard to merit.

The publication of the third draft finally convinced many Senate leaders that a fundamental change in the ladder concept was actually taking place. As a result, there was sharp criticism of the new draft, particularly by the Statewide Committee on Privilege and Tenure, chaired by Professor George Laites of UCLA.

In Fall 1972, the AFT had several campus-level meetings with UC representatives to discuss the new draft. In each instance, campus officials pointed out they did not have any authority to change the draft but could convey the AFT views, along with their own, to statewide administration.

On Dec. 6, 1972, at a meeting of AFT and UC representatives, the AFT was informed that third draft was being withdrawn and a new draft would be issued shortly, because of the Senate criticism of the new policy draft. Instead, on Feb. 1, 1973, Vice President Angus Taylor announced the third draft would be the new UC policy. In response, the AFT filed suit to block implementation on the grounds that UC did not meet and confer in good faith, on proposed changes in personnel policies as required by state law.



The key factual issues in the court hearing were whether the University did meet and confer in good faith, and specifically whether the University-wide representatives did, in fact, inform the AFT on Dec 6, 1972 that a new draft would be issued.

"It was not merely a dispute," Professor Olin pointed out, "over the different UC and AFT versions of what took place on Dec. 6. Our assertion that UC said the third draft was being withdrawn was corroborated by Professor Robert Yost of UCLA who was Chairman of the University of California AAUP Council at the time. The University also led the AAUP to believe that the draft was being withdrawn.

"It is strange the Judge did not even make a finding on this key fact. The question is whether UC acted in good faith if they did in fact state that the September 1972 draft would be withdrawn. Even a UC witness agreed under cross examination that, if the University did make such a statement, then it would not be an act of good faith if the stated policy was issued.

"Judge Brailsford based his ruling on the fact that UC met a number of times with the AFT over a two year period. But he does not seem to understand the differences in the several drafts. He missed the significance of the fact that the third draft introduced the new criteria of programmatic and fiscal considerations, not present in the earlier versions, as the basis for firing assistant professors. Therefore, the relevant question is whether UC acted in good faith after it issued the third draft.

DUPLICITY

"The AFT intends to pursue this case," Olin said, "not only because there is an important issue of good faith conferring. The entire record of the Hitch administration in changing Section 52 has been duplicitous. From the beginning they asserted they were only making minor changes in Section 52 to bring the *Academic Personnel Manual* into conformity with existing practices.

"After two years, the Academic Senate leadership finally was convinced of the significance of the changes and the accuracy of the AFT analysis of the issue. At this point, President Hitch decided to put the new policy into effect in order to short circuit any further faculty opposition.

"The main issue is whether assistant professors will be judged on merit or whether they can be terminated for vague reasons of programmatic change or fiscal considerations. The Section 52 changes are only one part of the problem. The other is the escalation of merit criteria to the point where an assistant professor has no reasonable basis for knowing the merit standard by which he or she will be evaluated. Both these approaches are back door tenure quota policies."

AFT Wins Inequity Pay for Librarians

By CHARLES SHAIN
Environmental Design Library

After two years' intensive effort, UC librarians finally persuaded the legislature and Governor Reagan to provide an inequity pay increase of $340,000 for librarians effective July 1, 1974.

This means that all librarians got a permanent raise of $612 per year, with the lowest paid getting an additional $12 to $60 per year from some $6,000 which was left over.

In early July a dispute between UC and the AFT erupted when Vice President — Academic Affairs Angus Taylor attempted at the last minute to divert this money to a partial "restructuring" of the librarians' salaries, so as to bypass the bulk of the librarians in favor of the top and bottom classifications. Such a cosmetic job of shifting the entire pay range would have made librarians' salaries look good on paper, but would have undercut the possibility of further inequity pay increases from the legislature.

In response to an AFT's request, Senator Petris convinced the University to abide by the earlier agreement it had reached with the AFT in his office — to distribute these funds to all librarians — and the money was forthcoming in our August 1st paychecks.

THE HISTORY

The issue of inequity pay for librarians goes back to 1971 when the Library Affirmative Action Program for Women Committee reported that *all* UC library employees — both men and women — suffered from lower pay than similarly educated and qualified academic employees, because the library field was predominantly female. Their first recommendation for affirmative action was that the wages of both men and women be increased to match wages in other academic fields not predominantly female.

The Committee also recommended that steps be taken to change the additional discrimination that women suffered within the field in terms of initial appointment and promotions.

In June 1972, at the conclusion of a 10 week strike at Berkeley, the University formally recognized that librarians were entitled to an inequity pay increase not to exceed 12%. In the August 1972 paycheck the University decided to pay librarians only 1% above the general academic employee salary increase.

After pursuing the matter through arbitration, which required taking the University to court to abide by its agreement to arbitrate the matter, the AFT lost the arbitration. The arbitrator refused to get involved with the matter of inequities among the various academic classes at UC, and narrowly ruled on January 14, 1974 that the University had acted reasonably in distributing available moneys.

UC librarians then turned to the California legislature, introducing Assembly Bill 1412 (Miller) in 1973. This called for about a 23% inequity raise, later reduced for tactical reasons to 9.3% to match the University's lower request. After the bill passed both the House and Senate, Governor Reagan vetoed it, referring us to the budgetary process, which meant a year's delay.

In 1974 the AFT initiated an intensive lobbying effort, culminating in the approximately 4½% inequity pay achievement announced above. Librarians are still some 23½% behind other similarly qualified non-teaching academic employees, according to a study made by Vice President Taylor's own Special Committee to Study Librarians' Salaries at UC (in Fall 1973). However we are indebted to the fine work of this Committee.

The University's dropping of its own 9.3% inequity increase this year infuriated most U.C. librarians, and 80% of them signed and sent a petition to the Regents calling for 9.3% this year. Until the AFT offered counter-testimony, Vice President Angus Taylor's performance before the legislature almost destroyed any inequity pay raise whatsoever.

Next year the AFT intends to lobby in Sacramento again. We are encouraged by the approximately 20% pay increase given to the California State Library in Sacramento — considerably more than the 5.45% general academic salary increase at U.C. this year. Our considerable efforts to date, including winning over Alan Post to recognize the historic nature of underpayment of UC librarians, should result in at least another step forward in 1975-76.

MEMBERSHIP APPLICATION

AMERICAN FEDERATION OF TEACHERS

The Union for Faculty, and Academic Employees at the University of California

= = =

I wish to join the American Federation of Teachers and agree to pay dues as follows:

AFT dues at the University of California are ¼ of 1% of gross UC salaries, with a minimum of $4.00 a month and a maximum of $15.00 a month.

Name _____

Campus _____

Home Address _____

City _____ Zip Code _____

Department _____

Campus Phone _____

Signature _____

Rank _____ Date _____

Return to? **University Council—AFT**
2527 Dwight Way
Berkeley, Ca. 94704

Bowker and Academic Freedom

Continued from page 1

tion of the adequacy of remedies where academic freedom and faculty privileges have been violated.

At the meeting the Berkeley Division adopted a Senate Policy Committee resolution which stated:

". . . it is the policy of this body that in the absence of compelling reasons to the contrary such serious violations (of academic freedom and/or faculty privileges) be corrected at the point at which they occur and in such a manner as to preclude the compounding of the risks to the aggrieved individual's academic status."

The Policy Committee resolution requested the Academic Freedom Committee to review the case for its implications both for academic freedom and for the procedures at Berkeley that protect academic freedom.

The Academic Freedom Committee's report to the March 18, 1974 Representative Assembly concurred with the Privilege and Tenure and Policy Committees' findings that Platt's academic freedom was violated, and made several policy recommendations.

In addition, the Privilege and Tenure Committee was requested at the January 1974 meeting to review its recommendations in view of the fact that the School of Criminology faculty declined to initiate a new review, and the forthcoming report of the Academic Freedom Committee. In May, Privilege and Tenure issued an opinion reiterating its previous position.

THE ISSUE IS JOINED

The entire issue was discussed at the May 20 meeting of the Berkeley Division which voted decisively to urge Chancellor Bowker to return Platt to the Regents' list, without further review, and urged the faculty to refuse to participate in any review procedure that compounded the risks to the aggrieved individual's academic status.

Chancellor Bowker's letter to Professor Kay rejects the Berkeley faculty's views on the following basis:

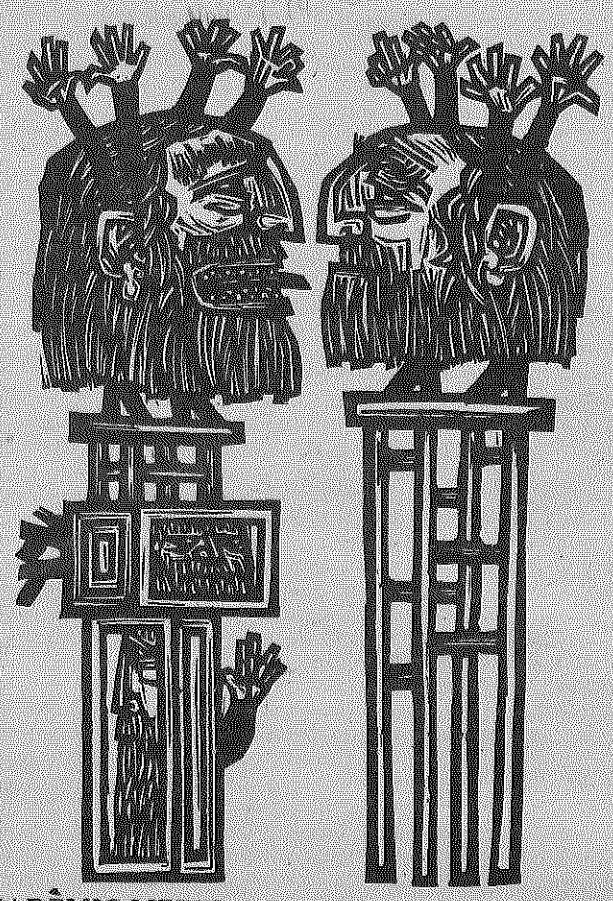
Platt's tenure review record is "stale", and the Regents will believe "that the faculty and administration had defaulted on their obligations to make an academic judgment." This, in turn, will create "a nearly irresistable temptation for the Regents to make the academic judgment themselves." Therefore, "I am unwilling to depart from established tenure review procedure by following a route fundamentally at odds with basic principles of academic judgment."

Furthermore, Bowker argued, his decision is in accord with the ruling of the Statewide Committee on Rules and Jurisdiction that "under bylaw 112, Privilege and Tenure may not be appealed on the merits to any other Senate agency"; he claimed, and, it is also the "informal conclusion" of the Chairman of the Division Committee on Rules and Jurisdiction "that any Divisional action intended to overrule that Privilege and Tenure decision is null and void."

* * *

The issue in the Platt case is really clear: has there been violation of academic freedom, and, if so, what should be the remedy?

Professor Lindheim dissenting from the Privilege and Tenure majority has pointed out that the issue is "political, not academic." Platt was reviewed by an Ad Hoc committee, the Budget Committee and by Chancellor Heyns and the recommendation was for an accelerated promotion. There is no need for another review of Platt's merit, and he should be returned to the Regents' list from which he was improperly removed. This is the view clearly expressed at the May 20 Senate meeting.



NOT ACADEMIC MERIT

Bowker, on the other hand, has tried to make it seem as if the real issue is academic merit, not academic freedom. Thus he would have the faculty believe that the academic review procedure would be undermined if Platt were returned to the Regents' list with out another tenure review. To accomplish this purpose, it is necessary to obfuscate the issue by transforming it from a specific situation with undisputed facts to a series of abstract, questions with supposedly self-evident answers.

1. Should the Chancellor depart from established tenure review procedures and basic principles of academic judgement? *Obviously, no!*

If a person's academic record is hopelessly stale, isn't it necessary to have a new review in order that a decision may be made on the basis of an up-to-date record? *Yes!*

2. Should a person be recommended for promotion on the basis of a stale record? *Of course not!*

3. Should the Chancellor send a tenure recommendation to the Regents if there are doubts about a person's academic merit? *No!*

4. Should the faculty and/or the administration abdicate its responsibilities to judge the academic merit in promotion cases and leave it to the regents to make academic judgments? *Emphatically no!*

5. Even if improper criteria were used and errors were made, should tenure be awarded merely because of the errors? *Of course not!*

6. Is it possible that Chancellor Bowker might have reached the same conclusion, even if he did not take Platt's political views into account? *Yes, it is possible!*

The purpose of this obfuscation is to make it appear that any fair remedy for a violation of academic freedom is a threat to basic principles of the academic process. While the unsuspecting may believe that the purpose of academic freedom is to protect the principles of academic judgment and promotion according to merit, but Chancellor Bowker would have the faculty believe that the principles of academic judgment can be upheld even when academic freedom is violated.

THE VICTIM IS PENALIZED

If indeed Platt's record is stale, certainly it is necessary to inquire into the reasons. If Chancellor Heyns had not improperly removed Platt's name, a tenure decision would have been made in Spring 1971. And if Chancellor Bowker had not improperly delayed acting, a tenure decision would have been made in Fall 1971. Platt, of course, is the victim not the cause of the delay. His rights have been violated; therefore, why should he be penalized?

From Bowker's point of view, another review is essential since it increases the chances of a split vote by the Ad Hoc or Budget Committees. There is every reason to believe that anything less than unanimous support by all of the faculty review committees will give Bowker a peg on which to deny placing Platt back on the tenure list.

This is the often used administration practice of sending an issue to several faculty committees, confident that significant differences or even different conclusions are likely, and then choosing the "faculty" view most suited to the administration's purpose. The basic inequity of this practice for Platt is that he is subject to a second round of review unlike other faculty jembers.

A MAZE OF IRRELEVANCIES

Of course the argument that Bowker might not have made a favorable decision even if he had not violated Platt's academic freedom is completely irrelevant. It was improper, as the unanimous P&T report of October 1973 pointed out, for Bowker to make another review, much less a review based on confidential information not available to faculty review committees. All that was required of Bowker was to submit Platt's name to the Regents to remedy Heyns' improper act. If this was done in the Fall 1971, there would be no issue today.

Bowker's other argument that his action is consistant with the statewide Senate policy and with the "informal conclusion" of the chairman of the Divisional Committee on Rules and Jurisdictions (that P&T decisions may not be appealed on its merits to any other Senate agency) is both irrelevant and specious.

First, there is no policy which states that the Divisional Senate may not develope policy guidelines, or that it may not express its views on whether a P&T remedy of an undisputed finding of facts is appropriate or in accord with the policy. Since both P&T and the Division's view are only advisory to the Chancellor, the question of whether the Division has the right to review or overturn a P&T opinion is irrelevant. It is simply that Bowker finds P&T's views more to his linking and that's all there is to it. If, on the other hand, he preferred the Division's views, he would have found ample grounds for rejecting P&T's opinion.

Second, there is no dispute over the facts only over what is the proper remedy. There is no question of the right of the Senate to establish policy guidelines for the remedy of academic freedom violations, nor the division's right to ascertain whether its policy guidelines are being followed, and to express its view on the propriety of the remedy.

And third, the chairperson of the Committee on R&J who is the Senate parlimentarian never raised the issue of overruling P&T at the any Senate meeting. That would have been the proper time to challenge the various resolutions, and the Senate would have had an opportunity to respond to the parlimentarian's rulings. Instead he *waited until the day after the May 20* meeting to raise the issue for the first time after the Division went on record calling on Bowker to return Platt to the tenure list, without further review.

WILL FACULTY STAND FIRM

Chancellor Bowker's disdain for the principles of academic freedom is matched by his disregard of faculty opinion. Of course, no one wants to vote to uphold a blatant violation of academic freedom. So Bowker obfuscates the real issue by making it appear that the important issues are a series of abstract questions concerning principles of academic judgment and a jurisdictional dispute over the prerogatives of the Division as a whole and the Privilege and tenure Committee.

It is up to the Berkeley faculty to decide whether to act honorably to uphold the principles of academic freedom, or whether to back down and accept Bowker's miasma of irrelevant issues as the way to avoid acting responsibly.

S.B.

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